

Federal funding cut \$762,000; University faces new funding era

Gallaudet's federal appropriation for Fiscal Year 1988 was set by Congress at \$61,238,000 on Dec. 22 as part of the government's \$606 billion budget to fund government operations and programs for the balance of the year.

The University's funding represents a decrease of \$762,000 from FY 87, which ended last Sept. 30. This is the first time since the Depression, more than 50 years ago, that federal money for Gallaudet's operations has been cut substantially.

In addition, Congress appropriated \$957,000 for an endowment matching fund for Gallaudet. The \$957,000 for the matching endowment fund is restricted by law. It cannot be spent and interest from the fund cannot be used for 20 years.

The impact of Gallaudet's budget reduction includes a freeze on general salary increases this year. However, merit increases and promotions approved last spring, as well as Pre-College faculty track changes, will be honored, according to Gallaudet's Central Administration Management Team, which comprises Provost Catherine Ingold, Vice President for Administration and Business James Barnes, Vice President for Pre-College Programs Dr. Robert Davila and Special Assistant to the President Mervin Garretson.

The CAMT will establish goals to achieve enough savings this year to provide a one-time lump sum payment of 2 percent of annual salary for faculty and staff.

In addition, funds from inside the current budget will be reallocated to support the faculty salary parity program for the University and Pre-College faculties. This program was designed to return faculty salaries to parity, at FY 87 levels, with those at local universities and school systems. The University will fund this program by suspending the planned annual contribution to the emergency funding reserve.

The merit increases, faculty salary parity program, rising cost of support services and unfunded programmatic needs, combined with the budget reduction, actually mean that the University must trim \$1.2 million from its current budget this year, and at least another \$900,000 next year, Barnes said.

Although no jobs are being affected at this time and no cuts in programs will be made in the middle of the academic year, Barnes said reductions have been made in the following areas to balance the shortfall:

The campus travel budget will be reduced by 30 percent, furniture and equipment purchases will be trimmed 35 percent, available funding for consultants will be cut in half and departmental project funding will be reduced 25 percent.

Special budget supplement inside

This article is one of several prepared under the direction of Gallaudet's Central Administration Management Team to help provide information about the budget situation to the campus community.

A special supplement on the budget can be found on pages 2 and 3 of this issue.

Future articles will provide additional information about the budget and will answer questions of concern to faculty and staff.

Barnes said that travel cuts would not be made in certain areas, such as Pre-College Outreach, which are vital to Gallaudet's mission.

Although Barnes expressed disappointment at the outcome of the budget deliberations, "it is much better than it might have been," he said. "If we had entered the conference process with no proposed increase, we would have experienced a reduction of approximately \$2.6 million."

Barnes lauded former University president Dr. Jerry C. Lee and Director of External Affairs Sue Ellis for their work on the budget, and Board of Trustees members Sen. Daniel Inouye (D-Hawaii), Rep. David Bonior (D-Mich.) and Rep. Steve Gunderson (R-Wisc.), as well as Rep. Silvio Conte (R-

continued on page 2

Search committee begins interviews of Gallaudet presidential candidates

Gallaudet's Presidential Search Committee is now in the process of interviewing candidates for the position of president of Gallaudet.

The committee was scheduled to begin the interviews at an undisclosed off-campus location this past weekend. The interviews will continue the weekend of Jan. 16, weather permitting.

Following the interviews by the search committee, three to five finalists will be recommended to the Board of Trustees. These finalists will be interviewed by the board as well as by representatives of several on-campus groups.

The candidates who are being interviewed were selected at a search committee meeting held Jan. 10.

According to Phil Bravin, chair of the search committee, the committee reduced the number of candidates in December and further reduced the pool to "a manageable number" at the Jan. 10 meeting.



Robert Youngman stands by the original plaster cast statue of "the Gallaudet Group" by Daniel Chester French, which he helped restore. The statue, discovered at the University of Illinois after being hidden in a stairway niche for 50 years, and was "unveiled" in a December ceremony.

Board gives employee compensation in spite of federal funding reduction

In spite of a reduction in Gallaudet's FY 88 operating budget, the Executive Committee of the Board of Trustees decided Jan. 11 to give all faculty and staff a one-time, lump sum payment of 2 percent of their annual salaries and to increase most faculty salaries to bring them in line with other area universities.

The board's action was taken on the recommendation of the Central Administration Management Team (CAMT), which sought alternative budget measures in order to respond to the need for more competitive faculty salary levels [see related story, page 1].

The decision followed meetings between faculty and administration just after the holiday recess, during which the Faculty Senate's Committee E (Compensation) expressed concern over the possibility of no faculty salary increases in the wake of reductions.

The base salary increases—which will apply to both Pre-College and University faculty—and the bonuses for all employees will cost Gallaudet \$1.8 million, said Provost Catherine Ingold.

The bonuses will be given sometime this spring. Faculty base salary increases will be implemented as soon as the information can be processed in the Payroll Department.

But the salary increases and the bonuses have their price, Ingold said.

To achieve the financial outlay to employees, the CAMT will need to find an additional \$900,000 to cut from the budget, said Ingold. And because the Board of Trustees agreed to fund faculty salary hikes from Gallaudet's main reserve account for this year only, the administration will have to reduce programmatic or support service activities in future years.

At the Dec. 22 congressional proceedings, the conference on the education budget reported a \$2.9 million increase for Gallaudet: \$1.9 million for the budget and \$1 million for the endowment program. To achieve the required reductions, a 4.26 percent cut was applied across-the-board, including the endowment matching fund, in reaching the present budget figure.

This meant that Gallaudet's FY 88 budget was cut \$762,000 from last year. Further, in order to honor merit increases and promotions awarded last spring, plus to cover a number of unfunded programmatic needs, the Univer-

continued on page 4

The Gallaudet budget: an historical perspective

The 1970s were good to Gallaudet, with the federal government providing enough additional funding to initiate programmatic and salary increases as well as new buildings and renovation on campus.

But with the advent of the Reagan administration in 1981, the scenario changed. No longer was there "brick and mortar" money, in fact, since 1981, about 90 percent of Gallaudet's increase in federal funding has been used for salaries.

With recent federal budget cuts for FY 88, our current budget period, the era of seeking salary improvements from the federal government is also ending.

In examining that era to try to provide some historical perspective on Gallaudet's current budget situation, James Barnes, vice president for Administration and Business, noted that the federal government has always been a predominant source of funding for the University.

The federal government provides 100 percent of the Pre-College budget, and about 75 percent of the University's budget, or a combined 79 percent. Gallaudet's total FY 88 budget will be about \$76 million.

"The share of government support has been going down over the years as we have improved private giving and increased tuition," said Barnes.

Other funding sources for the University include tuition, endowment income, grants and contracts, gifts and investment income.

Tuition at Gallaudet, under an agreement with the Department of Education and the National Technical Institute for the Deaf, has increased by \$350 each year for the past five years. Next year, tuition will increase \$100.

Research grants to the University have increased, as has private funding. "But private giving is not going to replace the federal side of the budget anytime soon," Barnes said.

In distributing funds received by Gallaudet, the lion's share—65 percent—goes for payroll. Certain divisions, such as Academic Affairs, the largest area at Gallaudet, have an even higher percentage of funds for payroll.

"Basically, we have not gotten a programmatic increase from the government since 1983," Barnes noted. At the same time, the University has been affected by a number of external factors. These include the growing costs of insurance and benefits; reductions in both federal and state tuition aid to students, coupled with unpaid student debts to the University and an increase in tuition waivers; and the Gramm-Rudman-Hollings legislation, which cut \$2.7 million from Gallaudet's FY 86 appropriation (following a \$3.3 million increase) and initiated this current year's budget cut of more than \$750,000.

From an operational standpoint, Gallaudet's budgetary philosophy during the 1980s has involved two different strategies. The first has been to seek money for salary increases from the federal government.

The second has been a philosophy of reallocation to cover programmatic

GALLAUDET UNIVERSITY (including Pre-College)

Expenditures by Function *

	FY 83	FY 84	FY 85	FY 86
Instruction	32%	32%	33%	34%
Research	6%	5%	5%	5%
Public Service	6%	5%	5%	6%
Academic Support	11%	10%	13%	10%
Student Service	13%	15%	15%	16%
Institutional Support	17%	16%	16%	17%
Operation & Maintenance of Plant	15%	16%	12%	12%

* Auxiliary enterprises not included.

changes. For example, the new School of Management was created by bringing existing departments together and reallocating funds from administrative areas to the new school. In Pre-College, examples are the Postsecondary Enrichment Program and the Special Opportunities Program at MSSD.

The Gallaudet Press is also an example of successful reallocation. "We have one of the few university presses in the country that is self-supporting," said Barnes. So money budgeted to the press was reallocated for development and public relations, "both areas that are helping to increase funding to the University."

Reserves have also been an important part of Gallaudet's budget philosophy as the University moved into the Reagan years. "Because we were and still are significantly under-endowed as compared to other colleges and universities, and because the federal government has stopped funding certain items such as construction, we started a program to build up our reserves," Barnes explained.

Reductions made to balance budget

continued from page 1

Mass.) for their support during the budgetary proceedings.

Barnes also commented that the future for federal funding does not currently appear bright, primarily because of the multi-year budget reduction agreement between the administration and Congress, but also because of long-term trends in federal spending that are not likely to be reversed in the near future.

"Although we intend to continue our congressional efforts, new program initiatives and future compensation increases will have to come increasingly from within our current budget and non-federal sources, he said. "This will mean that during the coming months we will begin to subject our current allocation of funds to increasingly critical scrutiny."

In addition, Barnes noted that despite what appears to be a difficult funding environment ahead for the University, the Board of Trustees and the administration remain committed to continuing the vitality of Gallaudet as well as its compensation programs for all employees.

So Gallaudet began increasing its emergency reserve, or quasi-endowment, which is an unrestricted fund at the disposal of the Board of Trustees. It is designed to cover emergency situations such as a building disaster or government shutdown. For example, because of governmental activity surrounding adoption of the current appropriation package, federal allocations of funds have been late in arriving, and in the interim, reserve funds were used to fund payrolls.

Another reserve is the deferred maintenance account, which comes from money saved on utilities and helps do needed maintenance around campus.

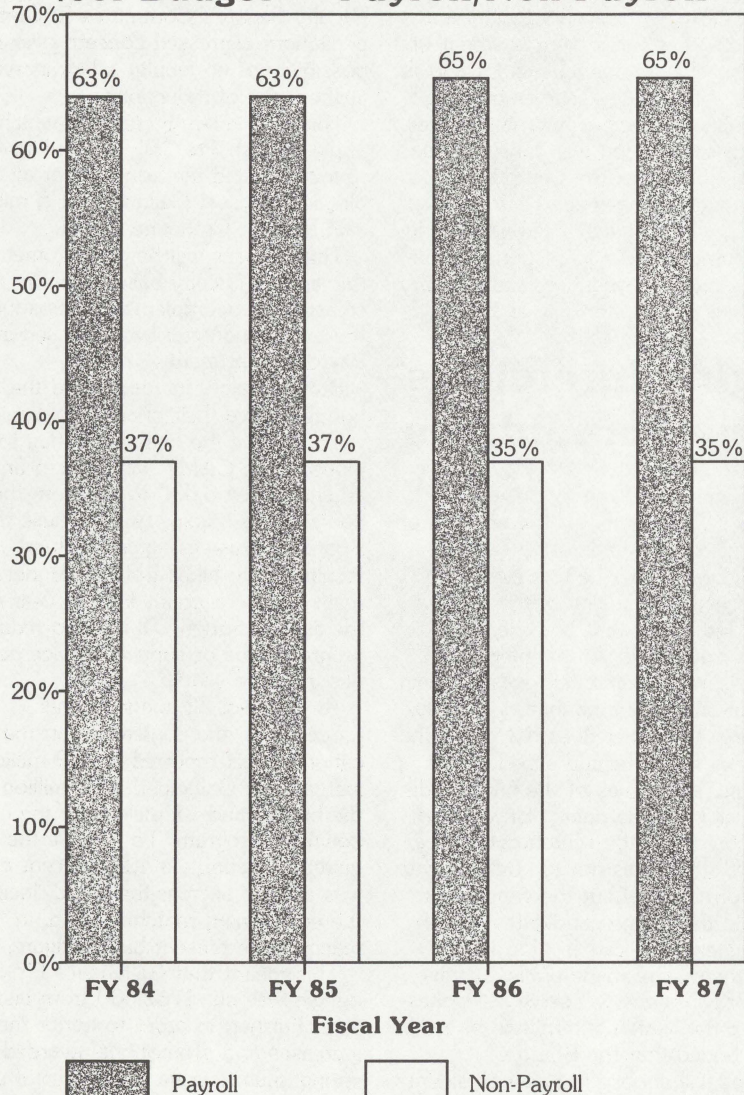
One percent of excess non-federal income goes into Gallaudet's major equipment reserve, created by the Board of Trustees.

A portion of board charges to students goes into a food service reserve to replace cafeteria equipment and facilities. A vehicle replacement account is funded from charges to users of campus vehicles. And a dorm replacement account, funded from a percentage of room charges, is used to replace furnishings in dormitories.

Maintaining reserves will continue to be an important part of Gallaudet's budget philosophy during the coming years, said Barnes.

GALLAUDET UNIVERSITY

%of Budget — Payroll/Non-Payroll



Published each Monday for the staff and faculty of Gallaudet University by the Department of Publications and Production.

Editor
Vickie Walter

Editorial Staff
Todd Byrd
Lynne McConnell

Contributors
David Armstrong
James Barnes

Photography
Chun Louie
Johnston Grindstaff
Kelly Butterworth

Desktop Production
Marie Emmanuel



Gallaudet University is an equal opportunity employer/educational institution. Programs and services offered by Gallaudet receive substantial financial support from the U.S. Department of Education.

Gallaudet to develop new strategies for future

The effects of federal budget cuts to Gallaudet for FY 88 may also signal the end of an era in which the University viewed the government as its major supporter.

It is time for Gallaudet to adopt a "new way of thinking" to operate as a viable educational institution in "a new environment," said James Barnes, vice president for Administration and Business.

"We're going to be fine," Barnes said. "We're not changing our philosophy on who we serve in this country, but we have to develop strategies that will allow us to confront the future on a sound basis," he said.

Although Barnes feels that Gallaudet will continue to have strong congressional support, he emphasized that new methods of budgeting and funding will be essential to keep Gallaudet a viable institution. This means that the University will have to rethink its sources of funding for academic programs, research, capital improvements and employee compensation.

Two of the strategies the CA is eyeing are canvassing the private sector for increased funding and exploring non-federal sources of income such as tuition to finance more of operating costs and salaries. Reducing operating costs is also a main objective of the CA, which means taking a hard look at programs to determine their effectiveness and, if necessary, making reductions.

Traditionally, Gallaudet—unlike many other colleges and universities—has not budgeted on tuition financing as a primary budgetary source because of the unique nature of the University. "Deaf people have not had a full-service public university available to them," said Barnes. Consequently, Gallaudet's tuition fees were based on the average of United States land grant institutions.

Barnes noted that over the past five years Gallaudet's tuition cost has

GALLAUDET UNIVERSITY Federal Appropriations

	FY 83	FY 84	FY 85	FY 86	FY 87
Total	52,000,000	56,000,000	58,700,000	59,334,000	62,000,000
University	33,910,000	37,110,000	39,810,000	40,248,000	42,593,000
MSSD	11,700,000	12,200,000	12,200,000	12,294,000	12,530,000
KDES	6,390,000	6,690,000	6,690,000	6,792,000	6,877,000

moved from the middle to the top five among land grant institutions, and there has been a corresponding decrease in the percentage of student charges that can be covered by financial aid. "Therefore, we are reluctant to continue radical tuition increases," he said, "but the federal budget environment is moving us to reexamine this."

Also, the University is involved in broader research and public service programs than exist at some other institutions, which limits the ability of tuition income to cover all costs.

Barnes also emphasized the importance of maintaining Gallaudet's reserve funds, particularly its quasi-endowment fund. These reserves would allow Gallaudet to carry on all campus operations for one month, even if all federal funds were cut off.

Development Office efforts to solicit more money from the private sector are gearing up, but the office doesn't expect money to come pouring in, at least not at first, said Louis Markwith, vice president for University Relations.

"It's going to be a long-term educational process," Markwith said. Alumni and other supporters have come to accept the Development Office's major thrust over the past two and one-half years of contributing money to an endowment fund, in which the money is saved and the interest is spent. People may have a harder time giving money to an operational budget, he said.

However, Gallaudet supporters have rallied in recent years to contribute to the newly formed School of Management, to the deaf children's television program, "F*A*N*T*A*S*T*I*C!" and to various scholarships.

"People have a lot of faith in the institution, and they will respond in a positive way to our needs," said Markwith.

On the programmatic side, Provost Catherine Ingold said that "key elements of the campus community" will immediately begin working on the next fiscal year's budget. This team, comprising deans and directors, members of Central Administration and the interim Central Administration Management Team (Ingold, Barnes, Vice President for Pre-College Programs Dr. Robert Davila and Special Assistant to the President Mervin Garretson) will meet frequently to "look at more cost-effective ways of doing what we're doing. Programs and activities that may be less important than they once were could be phased out," Ingold said.

"I also want to work with the Faculty

Senate to identify ways for the faculty to be involved in identifying relative priorities of our role in instruction, research and service," she added.

Research and outreach programs will also be reviewed, said Ingold, but "I don't want them to feel like targets. We will be taking a comprehensive look at the entire University."

Related to this, it is not yet known what the budgetary effects, if any, will be from the findings of the Commission on Education of the Deaf, which is pushing to have Gallaudet's research budget cut.

The University will have to be very selective as far as new programs go, said Ingold. "There will certainly be items on our wish list that we can't fund, but that doesn't have to have an adverse impact on us. For the health of the institution we can't close the door on all new programs—that's suicidal to an educational enterprise."

Two programs that have proven costly, but are vital to the advancement of the University, are Gallaudet's continued participation in the Washington Consortium Library project and provision of interpreting services.

Gallaudet will have to spend at least \$60,000 this year as its share of start-up costs for the library, but it is a project which Ingold said she feels "would be short-sighted in the extreme to withdraw from."

Interpreting services have risen over their budgeted ceilings for the past two fiscal years. The cost of hiring interpreters, who are not regular Gallaudet employees, could rise as high as \$686,000 this year if Gallaudet is forced to raise its rates to remain competitive with what other interpreter services pay interpreters.

"We are seeing some of the price of our own success," Ingold said of the skyrocketing costs of interpreter services. More graduate students from fields outside of deafness need interpreters, and increasing use of the consortium by Gallaudet undergraduates is a significant factor as well.

Ingold said that the chance of faltering morale among Gallaudet employees, particularly since the future is uncertain, "will be less of a problem if we can make it evident that we are working in our planning efforts to resolve the salary problem."

"Unquestionably, when an institution undergoes a drastic downshift in funding, people feel it. We've had a lot of discussion this year about salaries, particularly faculty salaries, and expectations were created, and I think that exacerbates the problem."

"We have to reduce expenditures to raise salaries and that takes careful planning, a clear understanding of priorities and a humane look at the effect on people involved in program shifts," she said.

Cuts affect Pre-College

In the face of current budget reductions at Gallaudet, Pre-College Programs may be one of the hardest hit areas.

The primary reason for this situation is that both MSSD and KDES receive 100 percent of their funding from the federal government.

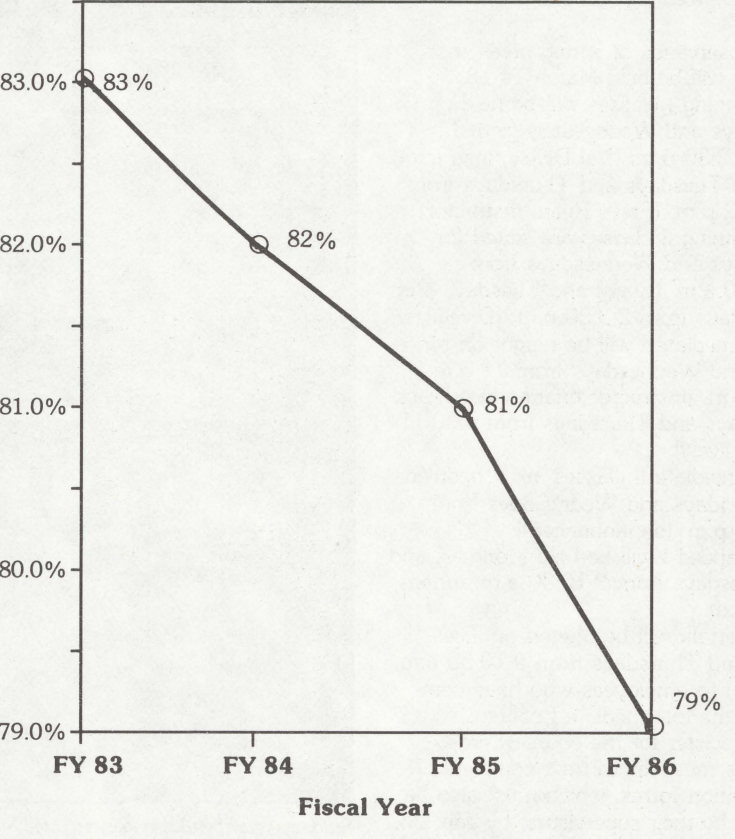
From 1983 until the present time, while the University was receiving federal funds for salary increases, MSSD and Kendall received almost nothing from the federal government for salaries. This meant that Pre-College had to try to find ways to give its employees salary increases commensurate with those given to University employees.

Some money was freed for salary increases in FY '84, when 30 positions were cut from Pre-College. The division also achieved greater efficiency by increasing the faculty-student ratio and teacher course loads.

Although Pre-College fundraising has provided some relief, most gifts to Pre-College are restricted.

In the coming months, Pre-College will have to look closely at its programs, according to the Gallaudet administration. In addition to its academic area, Pre-College still has a major responsibility to develop research and demonstration programs.

GALLAUDET UNIVERSITY (including Pre-College) Federal Appropriation as a % of Total Revenue



Salary increases mean other cuts

continued from page 1
sity has to trim \$1.2 million from its current budget.

Since the salary funding has been ap-

Physical fitness awards scheduled

Faculty and staff can begin preparing now for the annual Gallaudet University Physical Fitness Awards, to take place in early April, 1988.

Awards will be given to both males and females in three age groups: under 30 years, 31-49 years and 50 years and over.

In keeping with the concept that health related components of physical fitness are of greater significance than skill related components, the emphasis will continue to be on the three areas of cardio-respiratory function, musculo-skeletal fitness and body composition.

Cardio-respiratory function will be measured by the best possible time one can run in one-and-a-half miles. Muscular strength and endurance will be determined by the bench press, leg presses and shoulder press exercises, and flexibility will be determined at the hip and shoulder joints. Body composition will be measured by taking skin fold measurements to determine the percentage of body fat.

The physical fitness components will be assigned relative values, according to Jean Buchanan of the Department of Physical Education and Recreation. Cardio-respiratory function will receive 50 percent, musculo-skeletal function 35 percent (strength, 15; endurance, 15 and flexibility, 5) and body composition 15 percent.

People wanting additional information can call Buchanan at x7599.

SLIGE classes begin in Feb.

Sign Language Instruction for Gallaudet Employees (SLIGE) classes for the winter semester are scheduled to begin the week of Feb. 1 and continue through April 29.

The application deadline is Jan. 23 for classes in beginning, intermediate and advanced sign language and fingertalk.

In observance of spring break, no classes will be held March 14-18.

Beginning I classes will be held on Mondays and Wednesdays from 11 a.m.-12:30 p.m. (Val Dively, instructor) and on Tuesdays and Thursdays from 12:30-2 p.m. (Steve Ryan, instructor).

Beginning II classes are slated for Mondays and Wednesdays from 9-10:30 a.m. (Ryan) and Tuesdays and Thursdays from 2-3:30 p.m. (Dively).

Intermediate I will be taught on Mondays and Wednesdays from 11 a.m.-2:30 p.m. (instructor unannounced) and Tuesdays and Thursdays from 9:30-11 a.m. (Dively).

Intermediate II classes are scheduled for Mondays and Wednesdays from 1-2:30 p.m. (unannounced).

Advanced I will be held Mondays and Wednesdays from 9-10:30 a.m. (unannounced).

Fingertalk will be offered on Tuesdays and Thursdays from 9-10:30 a.m. (Dively) to employees who have completed the Intermediate I course.

To register for the courses, employees must return their completed registration forms, which must also be signed by their supervisors, by Jan. 23 to the Department of Sign Communication, Kendall Hall, Room 201.

proved, the Executive Committee of the board has asked the CAMT to develop a process to identify areas where the additional \$900,000 can be trimmed.

The request for faculty parity and a cost of living increase followed several meetings of faculty groups and administrators. On Jan. 5, Committee E met with Ingold and Vice President for Administration and Business James Barnes to discuss concerns about what the reduction would mean in terms of salary increases.

Following that meeting, the University Council met Jan. 7. The council was formed last year by the administration and the Faculty Senate to facilitate communication between the two groups. As a result of that meeting, H. Neil Reynolds, chair of the Faculty Senate, agreed to represent the faculty at a Jan. 9 meeting of the Executive Committee of the Board of Trustees.



Actress Terrylene Theriot, a former MSSD student, appeared in a Dec. 18 broadcast of CBS' "Beauty and the Beast." Her play, "Imagine," opens in London in March.

Announcements

A benefit variety show/auction for R.J. Crace will be held in Elstad Auditorium on Friday, Jan. 22, beginning at 7 p.m. R.J., infant son of Jodee Crace (Gallaudet graduate and University Center employee) underwent critical eye surgery in November. Proceeds from the benefit will be used to help defray medical expenses. For more information, contact Norma Buemi, x5245.

A memorial service for Dr. Andrew Foster will be held on Tuesday, Jan. 26, at 4 p.m. in the Chapel. Foster, a 1954 Gallaudet graduate and 1970 recipient of an honorary Doctor of Humane Letters degree, died in a plane crash on Dec. 4 in Rwanda, Africa. As a missionary, he established more than 15 schools for deaf children in Ghana, Nigeria, Liberia and the Ivory Coast. He also spearheaded the establishment of organizations, churches and camps for

deaf people. The service is sponsored by Alumni Relations and Advancement and the International Center on Deafness.

The Campus Aging Group will hold its winter meeting on Wednesday, Jan. 27, from noon-1 p.m. in the Ely Art/Exhibit Room. Dr. Judy Harkins of the Gallaudet Research Institute's Technology Assessment Program will speak. The meeting will also include an information update and plans for the year.

Both deaf and hearing people with dance experience are encouraged to audition for a new professional dance company at Gallaudet on Monday, Jan. 25, at 7 p.m. in the Gallaudet Dance Studio. For more information, call Sue Gould, director, National Dance Academy of the Deaf, x5492 or Fanny Yeh, 340-6842 (TDD) evenings.

Thurston endows new scholarship

For the first time in Gallaudet's history, a scholarship for international students has been established that will be endowed by private funds.

Harriet S. Thurston of Chevy Chase, a strong supporter of the University, signed an endowment agreement Dec. 8 to initially contribute \$5,000 per year to Gallaudet's two-year-old Memorial and Honor Program.

In 1982 Thurston had the Development Office select a freshman student whom she financed entirely through an undergraduate program. When the student graduated last year, Thurston requested that an international student, preferably hearing impaired, be selected as the recipient of her financial gift to Gallaudet.

Thurston's contribution ups the ante for the University through the Federal Endowment Challenge Program, which will match up to one million dollars in the Memorial and Honor Program.

Under the endowment agreement, the University will hold the principal and use part of the interest to finance students' educations.

According to Carole Cangiano, assistant director for planned giving in the Office of Development, Thurston has said that she hopes to continue adding funds to the endowment.

New lecture series begins

Jokes, cartoons, poetry and storytelling about the deaf community will be included in an upcoming lecture series sponsored by the Department of Sign Communication.

"Storytelling in American Sign Language" starts the quartet of topics, all of which will be presented in Ely Auditorium by Gallaudet employees.

The stories will be told in ASL on Jan. 27 from 4-5:30 p.m. by Carl Shroeder, a teaching assistant in the English Department.

"ASL Poetry" will be presented on Feb. 23 from 6-8 p.m. by Clayton Valli, an instructor in the Linguistics and Interpreting Department.

"Cartoons and Jokes in the Deaf Community," will be presented March 30 from 4-5 p.m. by E. Lynn Jacobowitz, an instructor in the Sign Communication Department.

The cartoons reflect deaf people's lives from 1880 to the present. Hearing people with little or no knowledge of sign language may not be able to fully appreciate these jokes about deaf people's experiences, handshape stories, cultural information and sign puns that can often lose their essence in voice translation.

"American Sign Language Comes Out of the Closet" is the title of the final lecture in the series. On April 27 from 4-5 p.m., Jack Gannon, executive director of Alumni Relations and Advancement, will explore early attempts to suppress ASL, the National Association of the Deaf's concern for the survival of sign language, sign's identity as a legitimate language and its growing acceptance and popularity.

All lectures are free, but seating is limited so plan to arrive 15 minutes early. Faculty are asked to encourage both deaf and hearing students to attend.

For more information, contact Jacobowitz at x5200 or x5721.

Classified Ads

WANTED: Full-time babysitter for infant in Vienna/Fairfax area, begin in Feb. Leave message for Eileen, x5355 days, or call 255-1244 (V/TDD) eves.

WANTED: Mature nonsmoker, not allergic to cats, to rent finished rec. room in townhouse in South Laurel, private bath and entrance, desk, sofa, built-in bookcase, W/D, kitchen privileges, community pool, great area for shopping and running/walking/biking, \$300/mo. plus 1/3 util. (approx. \$30). Call Gina, x7515 or 490-8397 (TDD).

WANTED: Nonsmoker, not allergic to cats and dogs, to rent room in house 10 min. from Gallaudet, near Capital Plaza, pool, backyard, W/D and fireplace, \$175 if two people room together, \$233 as a private room, either rate plus util. Call Marian or Sara, 322-4151 (TDD) or Sara 459-7588.

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

RESEARCH ASSOCIATE I: Technology Assessment Program
INTAKE PROCESSOR: Experiential Programs Off Campus
ENGLISH LANGUAGE TRAINER: School of Preparatory Studies
CUSTODIAN-FLOOR MAINTENANCE: Physical Plant
CUSTODIAN: Physical Plant
CARPENTER II: Physical Plant, NWC
MECHANIC III: Physical Plant
PHYSICAL EDUCATION TEACHER: MSSD



Students relax between classes in Hall Memorial Building. Spring semester classes at Gallaudet begin Jan. 19.